



Huntington Beach Union High School District Board Policies and Administrative Regulations

BP 4143
Page 1 of 2

Certificated Personnel

Negotiations/Consultation

The Governing Board will strictly construe the scope of negotiations as provided in Government Code 3543.2.

Negotiable areas are as follows:

	Index Code #
Wages	4151
Hours of employment	4113.1
Work year	4113.3
Health/welfare/retirement benefits	4154, 4155
Leaves	4160-4162
Transfer/reassignment	4114
Procedures and criteria for layoff of certificated employees for lack of funds	4117.3
Causes and procedures for disciplinary action, except for dismissal, affecting certificated employees	4118
Safety conditions	4157-4158
Class size	4113.1, 6151
Procedures for evaluation of employees	4115
Organizational security	4141.4
Procedures for processing grievances	4144

The Governing Board will also meet and negotiate on such topics as are included under any of the above through action by the Public Employment Relations Board.

The Governing Board may hold closed sessions with its designated representative(s) prior to or during consultations with representatives of employee organizations. The purpose of these closed sessions shall be to review the Board's position and instruct its representative(s). (Government Code 54957.6)

(cf. 9321 - Closed Sessions)

Negotiations/Consultation (continued)

The Governing Board will also freely consult with exclusive representatives within rights granted to them by law on the following subjects: (Government Code 3543.2)

- Definition of educational objectives
- Determination of content of courses and curriculum
- The selection of textbooks

The Governing Board reserves to itself its unlimited right to consult with any employee groups on any matter outside the scope of representation. Consultation procedures and processes are not negotiable. The Governing Board views healthy consultation between and among Governing Board, administration and employee groups as being highly desirable.

Legal Reference:

GOVERNMENT CODE

3543.2

54957.6

Policy adopted: 1/13/87